

Comments on Report

P 143 Paragraph 2 - Indicates that consultants are contemporary, that their academic approach works in applied setting. STATINTL  
P regards our response and report.

P 144. Paragraph 2 - Implication that lack of a consistent policy agency-wide is inappropriate does not include awareness that testing is appropriate for some jobs, not so for others.

Paragraph 2 - We write reports focusing on specific jobs and have no control over whether or not report is in file as it is shopped for other positions.

P 145. 1<sup>st</sup> Paragraph - again, the implication that PATB is not used by all managers/ components is inappropriate. What the hell is the complaint?

P 145 Paragraph 2 - Agree! There should be a uniform policy; PSS can't implement it.

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p 145, ~~Approved For Release 2002/01/25 : CIA-RDP00-01458R000100130013-4~~ <sup>the decisions by</sup> individual managers results in "high potential...." The PATB is no more likely to be used in disparate treatment than are file reviews, interview results, etc.

p 147, 3<sup>rd</sup> paragraph: We have provided reliability data, which they chose to ignore.

3<sup>rd</sup> paragraph: We do not score the writing sample - a point beyond the I.G.'s comprehension.

3<sup>rd</sup> paragraph - Total disregard of fact that Agency populations, until last few years, have included virtually no blacks or females - a point we made in our response.

p 149, 1<sup>st</sup> paragraph: Split-half may yield spuriously high results, but is only technique feasible. Reliability is not the issue.

P150 <sup>(3)</sup> Approved For Release 2002/01/25 : CIA-RDP00-01458R000100130013-4  
Paragraph 2 totally disregards the fact  
that studies were completed for ~~some~~  
consumers, not for [REDACTED]

STATINTL  
a point made previously.

P151 - Implication that PSS is at fault for small sample size; no awareness that we were dealing with entire population. If the consultants understood more about the Agency, its numbers of people, range of jobs, etc., this point should not have been raised.

P151, last paragraph: PSS does not have the charter for developing criteria measures. We encourage components & develop such measures, but typically have to accept whatever measure is already being used. To my knowledge, we have not used Fitness Report ratings as criteria.

P152: Arguments have been made previously what the hell do they mean by "validity" data "for writing sample? Refer to [REDACTED] report re the S.C.H. STATINTL

Managers do find information, re an applicant, certain professionals to be of use.

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additionally, we typically report job clusters (re interests) not merely the listing of professionals w similar interests.

P152: I G seems to have missed the point that we use Bio information, in a clinical sense, to let us get a better feel for the individual than can be derived simply from scores on interests, abilities, work attitudes, etc.

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P153, paragraph 2: Refer to [redacted] report, which states that our reports seem, if anything, overly-cautious.

P153, last paragraph: Refer to PSS response to I G report re type of job analysis which is appropriate.

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P154, 1<sup>st</sup> paragraph: I G missed the point -

PSS must be invited in by a component. We do not have the charter for initiating validity studies.

P154, 1<sup>st</sup> paragraph: How do the consultants reach conclusion that "there is no logical, professionally justifiable relationship... between PATB and jobs for which it need a selection tool?"

P154, 1<sup>st</sup> paragraph: Training performance can be used as a criterion in the absence of more preferred criterion measures.

P155, 1<sup>st</sup> paragraph: Refer to recent literature in applied fields.

P155, last paragraph: Refer to PSS response to 1<sup>st</sup> I G draft; we do need the resources and should not be held responsible for lack thereof.

P156: Recommendations: There are better techniques than PAQ: IG is not qualified to recommend which technique should be used.

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See PSS response plus [redacted]  
report. I particularly object to statement  
that "the narrative reports based on the  
test scores are misleading and potentially  
imperil."

Remainder of report: All these points were  
covered by PSS' response.